

Private & Confidential

Dated : 29th September 2004

Sachin Shekar Shetty
Emp No.2801
Oracle India Private Ltd

Dear **Sachin**,

We are pleased to inform you that effective 1st September 2004, you have been promoted as **Project Lead**

Congratulations on your promotion!

Effective 1st September 2004, your compensation stands revised as follows:

Component	Amount Per annum (in Rs.)
Basic Salary	Rs.215883.58
House Rent Allowance	Rs.107941.79
Special Allowance	Rs.224265.79
Conveyance Allowance	Rs.9600.00
Medical Reimbursement	Upto Rs. 15000.00
Leave Travel Allowance	Upto Rs. 26985.45
Provident Fund	Rs.25906.03
Superannuation	Rs.32382.54
Gratuity	Rs.10384.00
Medical Insurance	Rs.5200.00
TOTAL	Rs.673549.18

The above is also in line with the compensation restructuring applicable to the employees of Oracle India.

Further, we are pleased to inform that you are covered under Group Term Life Insurance and Group Personal Accident Insurance policies of the Company.

All other terms and conditions of your employment remain unchanged.

We are confident you will strive to contribute your best to meet and surpass expectations. We look forward to continue to work with you during the exciting period ahead.

Yours faithfully,
For Oracle India Pvt. Ltd.,

Murali Subramanian
Vice President – E-Business Development, India Operations